

# Data Visualization

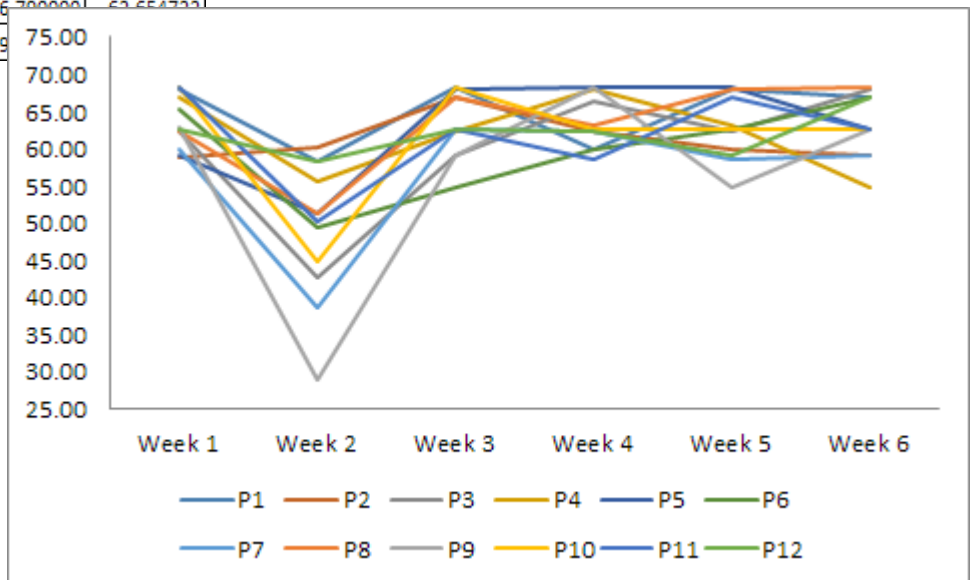
Using data to inform planning & decision making

Jeff Presseau, PhD  
November 30, 2016



# Data Viz – Why?

Package Sales by Week (in millions)						
	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
P1	67.825435	58.267591	68.325489	59.896541	67.825435	66.793752
P2	58.672300	60.125321	66.790000	62.375193	59.896541	59.032760
P3	62.375193	42.560980	59.032760	66.340986	62.375193	67.825435
P4	66.790000	55.653214	62.375193	67.825435	63.216587	54.672300
P5	59.032760	51.216435	67.825435	68.325489	68.325489	62.546700
P6	65.327856	49.302105	54.672300	59.896541	62.654722	66.792147
P7	59.896541	38.562103	62.546700	62.375193	58.635982	59.032760
P8	62.375193	51.236749	66.795643	63.216587	67.825435	68.325489
P9	62.854136	28.765200	59.032760	68.325489	54.672300	62.654722
P10	68.325489	44.678915	68.325489	62.654722	62.546700	62.654722
P11	68.325489	50.236154	62.654722	58.635982	66.790000	62.654722
P12	62.654722	58.312451	62.654722	62.375193	59.896541	62.654722



# Data Viz – What?

## DATA VISUALIZATION



# Data Viz – What?



# Data Viz – What?



# Data Viz – How?

- Interactive Reporting
- Data Exploration



## Workforce Planning Reports

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### Demographics

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By EEO Category:

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By EEO Category:

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### Dept of Motor Vehicles Total Employment

	Employee Count	
	Category	
	FTE	Head Count
EMPLOYMENT STATUS		
Full-Time	1840	1842
Part-Time	1	1
Total	1841	1843

**As of September 30, 2016  
(Classified Employees Only)**

### Dept of Motor Vehicles Actual Salary

REGION	MEAN	MEDIAN	1ST QUARTILE	3RD QUARTILE	LOWEST	HIGHEST	COUNT
Statewide	\$46,744	\$40,103	\$32,619	\$53,581	\$17,645	\$156,143	1843
NOVA	\$43,260	\$38,255	\$35,356	\$49,126	\$17,645	\$94,844	268
Statewide (excloding NOVA)	\$47,336	\$40,570	\$31,809	\$54,965	\$22,787	\$156,143	1575

**As of September 30, 2016  
(Classified Employees Only)**

### Dept of Motor Vehicles Annualized Salary

REGION	MEAN	MEDIAN	1ST QUARTILE	3RD QUARTILE	LOWEST	HIGHEST	COUNT
Statewide	\$46,790	\$40,103	\$32,619	\$53,590	\$24,096	\$156,143	1843
NOVA	\$43,386	\$38,255	\$35,422	\$49,126	\$31,374	\$94,844	268
Statewide (excloding NOVA)	\$47,369	\$40,570	\$31,829	\$55,000	\$24,096	\$156,143	1575

**As of September 30, 2016**



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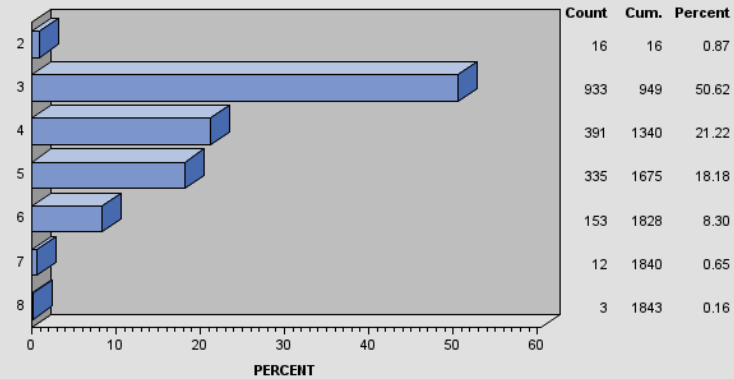
By EEO Category:

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[Professional](#)

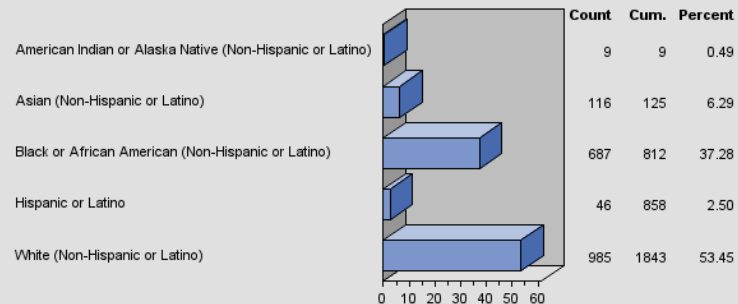
[Technician](#)

### Dept of Motor Vehicles Pay Band



As of September 30, 2016  
(Classified Employees Only)

### Dept of Motor Vehicles Race





# Demo



# Next Steps

- Get technical infrastructure finished
- Phased approach for agency HR
  1. Interactive Reports
  2. Data Explorers
    - Interactive Reports
      - Start with Workforce Planning set
      - Others sets will follow
    - Data Explorers
      - Complete training course – practice community

**UNDERESTIMATE NOT**



**THE POWER TO VISUALIZE  
DATA**

**Questions?**

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